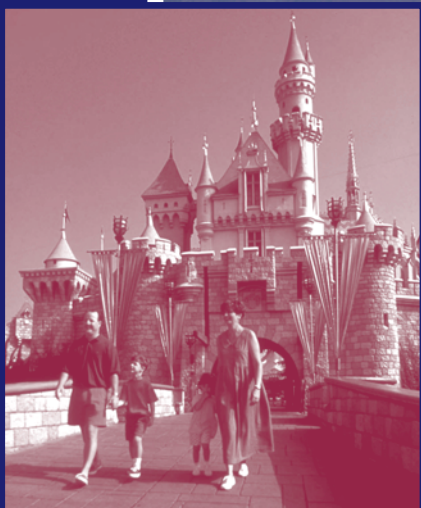


# 23<sup>rd</sup>

# Annual Meeting

The Labor and Employment  
Law Section of the State Bar  
of California Presents

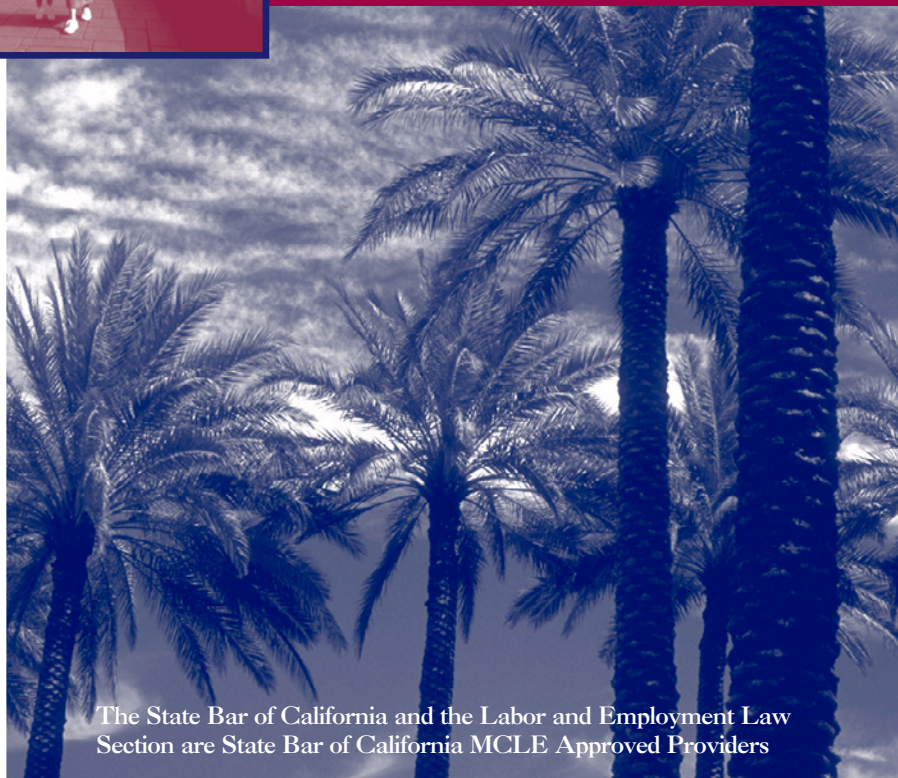
Public and Private • Union and Management  
Plaintiff and Defense • In-House and Neutral



NEW! Register On-Line at:  
[www.calbar.ca.gov/laborlaw](http://www.calbar.ca.gov/laborlaw)

**Hotel Deadline: Sept. 16, 2005**

**Pre-Registration: Oct. 7, 2005**



The State Bar of California and the Labor and Employment Law  
Section are State Bar of California MCLE Approved Providers

**October 14 & 15, 2005**  
**Disneyland Hotel, Anaheim**

Earn up to 12.25 MCLE Hours Credit which includes  
1.25 MCLE Hours Credit of Elimination of Bias in the Legal Profession

# LABOR AND EMPLOYMENT LAW ANNUAL MEETING

As labor and employment law practitioners—in private and public practice, within companies and unions, and in the ADR realm—we, like the rest of the world, are seeing the very way we do business and the way we live change almost daily. What do we need to know to practice in our changing field today, and tomorrow? The Annual Meeting this year focuses not only on recent changes in labor and employment law and the practical implications of those many changes, but also on what the future may hold in our field and how we can prepare for it.

## SCHEDULE OF EVENTS PROGRAM

**Friday, October 14, 2005**

**8:00–8:45 am** Continental Breakfast / Registration

**8:30–8:45 am** Welcome  
**Toni Josue Jaramilla**, *Chair,  
Labor & Employment Law Section*  
**Patti Perez**, *President, Puente International  
Consulting, Inc., San Diego, and Chair of the Annual  
Meeting Committee and member of the Labor and  
Employment Law Section*

**8:45–10:15 am** General Session  
**Annual Update: New Labor & Employment Laws  
for 2005 (More Sex, Drugs & Rock & Roll)**  
*(1.50 Hours of MCLE)*  
**Who Should Attend: All Levels**

**Moderator:** **Tyler Paetkau**, *Winston & Strawn,  
San Francisco*

**Speakers:** **Ann Kane Smith**, *Thelen Reid  
Priest LLP, Los Angeles*  
**Jeffrey K. Winikow**, *Law Offices of  
Jeffrey K. Winikow, Los Angeles*

**10:15–10:30 am** Break

**10:30–12:00 pm** General Session  
**Wage & Hour Jeopardy (1.50 Hours of MCLE)**  
**Who Should Attend: All Levels**

**Moderator:** **Tony Skogen**, *Little Mendelson,  
Los Angeles*

**Speakers:** **Aaron D. Kaufmann**, *Hinton Alfert  
& Sumner, Walnut Creek*  
**Miles E. Locker**, *Division of Labor  
Standards Enforcement, San Francisco*  
**Michael J. Loeb**, *Bingham  
McCutchen, LLP, San Francisco*

**12:15–1:30 pm**

**Luncheon**

**Keynote Speaker:** **Donna Dell**, *Labor Commissioner,  
Chief, Division of Labor Standards  
Enforcement*



**1:45–3:00 pm**

**Concurrent Sessions:**

**[1] Ethical and Legal Implications of Workplace  
Investigations (1.25 Hours of MCLE)**

**Who Should Attend: All Levels**

**Moderator:** **Karen Clopton**, *Counsel,  
San Francisco State University  
Foundation, San Francisco*



**Speakers:** Carol Langford, *University of San Francisco School of Law, Walnut Creek*  
Patti Perez, *Puente International Consulting, Inc., San Diego*

**[2] Public Sector Cases—A Year in Review**  
(1.25 Hours of MCLE)

**Who Should Attend:** All Levels

**Moderator:** Bruce A. Barsook, *Liebert Cassidy Whitmore, Los Angeles*

**Speakers:** Michael Baranic, *Law Offices of Gattety & Baranic, San Diego*  
Kris Pedersen, *Dooley Herr & Peltzer LLP, Visalia*

**[3] Internal Affairs: The Impact of Miller v. Department of Corrections on Typical Discovery & Evidentiary Issues Raised in a Hostile Environment** (1.25 Hours of MCLE)

**Who Should Attend:** Advanced Level

**Moderator:** Rupert A. Byrdson, *Ivie, McNeill & Wyatt, Los Angeles*

**Speakers:** Lindbergh Porter, *Allen Matkins Leck Gamble & Mallory, San Francisco*  
Honorable Fumiko Wasserman, *Judge for the Los Angeles Superior Court, Los Angeles*  
Jeff Winikow, *Law Offices of Jeff Winikow, Los Angeles*

3:00–3:15 pm

Break

3:15–4:30 pm

Concurrent Sessions:

**[4] They Said What?! Simulated Mediation Offering Insights & Entertainment** (1.25 Hours of MCLE)

**Who Should Attend:** All Levels

**Speakers:** Lynne S. Bassis, *Bassis Mediation Group, Pasadena*  
Toni Jaramilla, *Toni Jaramilla, A Professional Corporation, Los Angeles*  
Lester L. Jones, *Williams, Yasinski & Jones, Los Angeles*



**[5] The Future of Multi-Employer Bargaining: The Sherman Anti-Trust Act, The Supermarket Strike and What It All Means to Labor Attorneys** (1.25 Hours of MCLE)

**Who Should Attend:** All Levels

**Moderator:** Marilyn Mika Spencer, *Law Offices of Marilyn Mika Spencer, San Diego*

**Speakers:** Olivia W. Karlin, *Deputy Attorney General, Antitrust Section*  
Joseph L. Paller, Jr., *Gilbert & Sackman, Los Angeles*

**[6] Labor Code Private Attorney General Act—Experiences After Two Years** (1.25 Hours of MCLE)

**Who Should Attend:** All Levels

**Moderator:** J. Felix de la Torre, *Weinberg, Roger & Rosenfeld, Sacramento*

**Speakers:** Robert E. Nuddleman, *Phillip J. Griego & Associates, San Jose*  
Dale A. Hudson, *Nixon Peabody, LLP, Irvine*

4:30–6:30 pm

Reception



## Saturday, October 15, 2005

**8:00–8:30 am** Continental Breakfast

**8:30–10:00 am** General Session

**Witness Preparation: Tips from the Masters to Prepare Your Key Witnesses for Direct and Cross Examination**  
(1.50 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** Paul Avilla, *McPharlin Sprinkles & Thomas LLP, San Jose*

**Speakers:** Michael Lucey, *Gordon & Rees, San Francisco*

Regina Petty, *Wilson Petty Kosmo & Turner LLP*

Howard Varinsky, *Varinsky Associates, Emeryville*

**10:00–10:15 am** Break

**10:15–12:00 pm** General Session

**Substance Abuse in the Workplace: Drug and Alcohol Testing Do's and Don't's, and Practical Tips for Managing (Without Substance Abuse Testing) Employees Who Use Controlled Substances**  
(1.50 Hours of MCLE)

**Moderator:** Cara Ching-Senaha, *Jackson Lewis LLP, San Francisco*

**Speakers:** David Allen, *Jackson Lewis LLP, Los Angeles*

Robert Frost, Ph.D., *Robert Frost and Associates, San Francisco*

**12:15–1:30 pm** Lunch  
TBD

**Presentation of Law School Writing Competition Award**

**1:45–3:00 pm**

**Concurrent Sessions:**

**[7] Legal and Psychological Aspects of the Diverse Workforce** (1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** Karen Clopton, *San Francisco State University Foundation, San Francisco*

**Speakers:** Althea Bovell, *Lafayett & Kumagai LLP, San Francisco*

Robert Foster, Ph.D., *Robert Foster and Associates, San Francisco*

**[8] Harassment Training: Dramatization and Discussion on Delivering Effective and Legally Defensible Interactive Sexual Harassment Training** (1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** Phil Horowitz, *San Francisco*

**Speakers:** Stephen Anderson, *Anderson-davis Inc., Centennial, CO*

Laura Nile, *Anderson-davis Inc., Centennial, CO*

Jo Anne Frankfurt, *Fair Employment and Housing Commission, San Francisco*

**[9] Arbitration in the Public Sector** (1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** Robert Thompson, *Public Employment Relations Board, Sacramento*

**Speakers:** Jerilou Cossak, *Joseph Gentile, Law Office of Joseph Gentile, Thousand Oaks*

Carol Vendrillo, *California Public Employees Relations Program, Berkeley*



**3:00–3:15 pm**

**3:15–4:30 pm**



**Break**

**Concurrent Sessions:**

**[10] The NLRB—A Management Lawyer Perspective on Changes Under the Bush Board**  
(1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** **Matt Gauger**, *Weinberg, Roger & Rosenfeld, Sacramento*

**Speakers:** **Larry M. Kazanjian**, *Palmer, Disario, Kazanjian & Holden, Sacramento*  
**John M. Skonberg**, *Little Mendelson, San Francisco*

**[11] Moving Beyond Soundbites: The Powerful Use of Multimedia In Employment Law Trials**  
(1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Speaker:** **Steven J. Rottman**, *Rottman Kaplan LLP, Beverly Hills*

**[12] Immigration Law for Employment Lawyers**  
(1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** **David J. Duchrow**, *Law Office of David J. Duchrow, Los Angeles*

**Speakers:** **Dolores Leal**, *Allred, Maroko & Goldberg, Los Angeles*  
**Cristina Perez Gonzalez**, *Perez Gonzalez, PLC, Glendale*

**4:45–6:00 pm**

**Concurrent Sessions:**

**[13] Elimination of Bias in the Legal Profession—Selected Issues and Dilemmas in Representation, Hiring, Expert Retention and Jury Selection**  
(1.25 Hours of Elimination of Bias in the Legal Profession)

**Who Should Attend: All Levels**

**Speakers:** **Sonya Chopra**, *National Jury Project, Oakland*  
**Louise Ann Fernandez**, *Jeffer Mangels Butler & Marmaro, Los Angeles*  
**Barbara Headsail**, *Headsail & Stormer, Pasadena*

**[14] Navigating the Leave of Absence Quagmire: Advance Workplace Leave Issues**  
(1.25 Hours of MCLE)

**Who Should Attend: Middle to Advanced Level**

**Moderator:** **David M. deRubertis**, *The deRubertis Law Firm, Woodland Hills*

**Speakers:** **Pamela Hemminger**, *Gibson Dunn Crutcher, Los Angeles*  
**Noah Lebowitz**, *McGuinn Hillsman & Palefsky, San Francisco*

**[15] Motions in Limine in Employment Cases**  
(1.25 Hours of MCLE)

**Who Should Attend: All Levels**

**Moderator:** **Fred Ashley**, *Irvine*

**Speakers:** **Judge Teresa Sanchez-Gordon**, *Los Angeles Superior Court, Los Angeles*  
**Nathan Goldberg**, *Allred Maroko & Goldberg, Los Angeles*  
**James Zapp**, *Paul Hastings et al LLP, Los Angeles*

**Conference Adjourns**



# PROGRAM REGISTRATION FORM

## The Labor & Employment Law Section 23rd Annual Meeting

Bar # \_\_\_\_\_  
Name \_\_\_\_\_  
Firm/Organization \_\_\_\_\_  
Address \_\_\_\_\_  
City, State, Zip Code \_\_\_\_\_  
Phone \_\_\_\_\_ Fax \_\_\_\_\_  
Email \_\_\_\_\_

### Badge Information:

First Name or Nickname (*as you wish it to appear on your badge*) limit to 20 characters \_\_\_\_\_

Spouse/Guest Name: \_\_\_\_\_

Identify Your Practice: \_\_\_\_\_  
(Public, private, plaintiff, defense, union, management, in-house, neutral)

Your name and address may be disclosed to other 2005 Annual Meeting attendees and exhibitors/vendors.

☐ Check here if you don't want your information released.

### Registration Fees:

(Includes: Conference registration, program materials, Friday and Saturday continental breakfast and luncheons. In order to attend the luncheons you must indicate below or a ticket will not be submitted)

- ☐ Labor and Employment Law Section Members .....\$350
- ☐ Non-section members .....\$450
- ☐ Full-time Students .....\$150
- ☐ Please credit \$60 of my non-member registration fee to my 2006 Section dues.

Amount Enclosed/to be Charged: \_\_\_\_\_ \$ \_\_\_\_\_

### Course Selector:

Please check the appropriate box of the programs and event you plan to attend:

#### Friday, October 14, 2005

12:15–1:30 pm

- ☐ I will attend the Luncheon with Donna Dell  
(if you do not check the box you will not receive a ticket to the luncheon)

1:45 pm–3:00 pm

- ☐ [1] Ethical and Legal Implications of Workplace Investigations
- ☐ [2] Public Sector Cases
- ☐ [3] Internal Affairs: The Impact of *Miller v. Department of Corrections* on Typical Discovery

3:15 pm–4:30 pm

- ☐ [4] They Said What?! Simulated Mediation Offering Insights & Entertainment
- ☐ [5] The Future of Multi-Employer Bargaining: The Sherman Anti-Trust Act, The Supermarket Strike and What It All Means to Labor Attorneys
- ☐ [6] Labor code Private Attorney General Act—Experiences After Two Years

#### Saturday, October 15, 2005

12:15–1:30 pm

- ☐ I will attend the Luncheon  
(if you do not check the box you will not receive a ticket to the luncheon)

1:45 pm–3:00 pm

- ☐ [7] Legal and Psychological Aspects of Diverse Workforce
- ☐ [8] Harassment Training: Dramatization and Discussion on Delivering Effective and Legally Defensible Interactive Sexual Harassment Training
- ☐ [9] Arbitration in the Public Sector

3:15 pm–4:30 pm

- ☐ [10] The NLRB—A Management Lawyer Perspective on Changes Under the Bush Board
- ☐ [11] Moving Beyond Soundbites: The Powerful Use of Multimedia In Employment Law Trials
- ☐ [12] Immigration Law for Employment Lawyers

4:45 pm–6:00 pm

- ☐ [13] Elimination of Bias in the Legal Profession—Selected Issues and Dilemmas in Representation, Hiring, Expert Retention and Jury Selection
- ☐ [14] Navigating the Leave of Absence Quagmire—Advance Workplace Leave Issues
- ☐ [15] Motions in Limine in Employment Cases

### Credit Card Information:

(Visa/MasterCard Only)

I/we authorize the State Bar of California to charge my/our program registration to my/our VISA/MasterCard account. (No other credit cards will be accepted.)

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# PROGRAM REGISTRATION INFORMATION AND TRAVEL

## Registration:

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Registration fees include admission to the Friday-Saturday MCLE-accredited programs, Friday-Saturday continental breakfasts, and afternoon break with snacks, Friday night reception, and the program materials. Registration fees are \$350 for members of the Labor & Employment Law Section of the State Bar of California, \$425 for non-members and \$150 for full-time law students. Three ways to register are as follows: **Your registration must be received no later than October 7, 2005. Return the program registration with your payment as follows:**

- **REGISTER ONLINE** at [www.calbar.ca.gov/laborlaw](http://www.calbar.ca.gov/laborlaw). Registering is quick and easy. Go to [www.calbar.ca.gov/laborlaw](http://www.calbar.ca.gov/laborlaw) and click on the program name, or wait for our email invitation which will include a link to register. Last day to register online is October 7, 2005. Registration is available on site on a space-available basis.
- **By Mail:** Please send your completed registration form and check payable to the State Bar of California/E482SAM: Program Registrations, The State Bar of California, 180 Howard Street, San Francisco, CA 94105-1639.
- **By Fax:** Please fax your registration form with your credit card information to Program Registrations at (415) 538-2368 by October 7, 2005. Only faxes accompanied with the appropriate credit card information will be processed.

## Cancellations/Refunds:

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A refund, less a non-refundable fee of \$50 will be made to all registration cancellations received in writing by October 7, 2005. Substitute registrants are allowed but must register in their own name at the meeting to receive MCLE credit.

## Hotel Reservations:

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A limited number of rooms have been reserved at the Disneyland Hotel, Anaheim, California at a special rate of \$169 Standard single/double; \$184 Standard Triple; and \$199 Standard Quad plus tax per night. A Resort fee in the amount of \$10.00 per Guest Room per day will be charged to your room. For reservations, please call the hotel directly at 714.520.5005 no later than September 16, 2005. Reservations made after the September 16, 2005 cutoff will be taken on a space-and-rate-available basis. Be sure to mention you are with the State Bar of California Labor and Employment Law Section's 23rd Annual Meeting to obtain the group rate. Each registrant is responsible for his or her own reservations.

## Airline Discounts:

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The State Bar of California has a discount program with United Airlines. The discounts are 10% off unrestricted full coach fares and 5% off any published (often restricted) fares. To make reservations or for additional information, please call the United Group Meeting Desk at (800) 521-4041 and refer to file number 550QX.

## Special Assistance:

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For special assistance, please call (415) 538-2393.

For registration information, please call Program Registrations at (415) 538-2508.

For program content information, please call Theresa Raglen, Meeting & Event Administrator at (415) 538-2393.



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